



The President's Advisory Council on Diversity, Equity, Inclusion, Accessibility, Anti-Racism, and Belonging for Social & Economic Justice (DEIAAB/SEJ)

The Diversity, Equity, Inclusion, Accessibility, Anti-Racism, and Belonging for Social and Economic Justice Advisory Council (DEIAAB/SEJ) is an umbrella advisory council of the Office of the President informed by the Governance Effectiveness Mission and Quality (GEMQ) Leadership Council with input from Academic Senate Executive Leadership and the Division of Planning and Development.

The areas of focus include diversity, equity, inclusion, accessibility, and expanding to adopt actions of anti-racism and belonging toward advancing social and economic justice for the communities RCC serves. The DEIAAB/SEJ Advisory Council representatives will include membership from the Office of the President, Administration, Faculty, Classified Professionals, Student Leaders, and Community-based organization partners. The thirteen-member committee will form through an application process, commit to attending meetings, and participate in committee work for a minimum two-year term limit and a maximum of four.

The charge of the President's Advisory Council on DEIAAB/SEJ is to set targets and timelines to achieve goals and objectives. The President's Advisory Council will work to review policies, procedures, and protocols to ensure we are an organization actively adopting servingness as a Hispanic Serving Institution (HSI), closing equity opportunities, and embedding DEIAAB/SEJ into our Strategic Planning process, Educational Planning and Oversight Committee, and College Leadership Councils to advance student success and transform the institution to embody core principles of DEIAAB/SEJ.

Membership Criteria

- Recommended by Academic Senate, California Teachers Association (CTA), California School Employees Association (CSEA), and Associated Students of RCC (ASRCC)
- Complete the [Participation Form](#) by May 15



- Actively participate in regular meetings and committee work.
- Bring competence in areas of DEIAAB/SEJ toward social and economic.
- Minimum two-year term limit. Maximum four years.

Process:

- [College announcement](#) May 3
- [Participation Submission Form](#) Due by May 15
- Review of submissions May 16
- Announcement of appointments May 17
- Save the Date: Kick-off Luncheon Meeting May 22, 12:30 pm-1:30 p.m.

Membership

Administrative Coordinating Group

- President
- Dean of Equity
- District/College liaison for EEOC/HR Compliance
- Institutional Effectiveness & Research

Faculty

- Academic Senate
- California Teachers Association
- Equity-Minded Competency

Classified Professionals

- California School Employees Association (CSEA)
- Professional Learning

Student Leaders

- Executive Officer
- Multicultural Program Officer

RCCD

- Center for Social Justice and Civil Liberties

Community-based Organization

- The Civil Rights Institute of Inland Southern California



Proposed Committee Objectives:

- To listen and respond to the concerns and needs of the RCC community
- To advocate and facilitate respectful interactions with an appreciation for DEIAAB/SEJ
- To build an organizational culture of practice that promotes inclusiveness, dialog, and harmony within and across all stakeholder groups
- To celebrate and uplift the many dimensions and benefits of a multicultural environment
- To promote culturally responsive communication, systems, and structures and advise the college leadership on matters related to DEIAAB/SEJ
- Assess the college's campus climate for students and employees
- Develop and monitor the college strategic plan with a DEIAAB/SEJ lens
- Develop and coordinate activities to promote and foster DEIAAB/SEJ

Areas of Focus:

- Development of Guiding Principles and Community Agreements
- Implement a culture of change through the Leadership Councils
- Utilization of disaggregated data
- RCC Land Acknowledgement and Tribal Liaison
- DEIA Assessment and Evaluation Process (new Title V regulations)
- Identify equity-minded professional learning opportunities toward institutional change
- Designing of Facilities space through a DEIAAB/SEJ lens
- Diversity in Hiring
- Professional Learning Communities
- Guided Pathways and Culturally Responsive Curriculum, Teaching, Learning